

## EXHIBIT 1

Share Copy link Download ... Termination recommend....msg Info

**From:** Wendy Bowman Wendy.Bowman@walmart.com  
**Sent on:** Wednesday, October 4, 2023 11:07:31 PM  
**To:** Lori Chumbler Lori.Chumbler@walmartlegal.com  
**CC:** Monica Hall Monica.Hall@walmart.com ; Shawn Cohen Shawn.Cohen@walmart.com  
**Subject:** [REDACTED]  
**Attachments:** [REDACTED]

Lori and Monica,

[REDACTED] the latest developments with Dilip Jana. [REDACTED]  
[REDACTED]  
accountability/separation for performance, and disparaging, disruptive and dismissive behavior causing a toxic work environment. Recommendation for accountability is attached, but has escalated to "separation" due to the latest developments.

[REDACTED]  
We have met previously with Jeff Spillyards, but Shawn asked me to reach out to both of you since Shawn has connected with you as well.

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Please let me know if you will be able to meet on Thursday.

Thank you,

Wendy Bowman | HR People Partner  
Walmart ✦ Walmart US Transformation & Support  
Reverse, Quality and Solutions Design  
SERVES ARG Vice-Chair  
601 N. Walton Blvd.  
Bentonville, AR 72712  
(479) 321-2958  
[wendy.bowman@walmart.com](mailto:wendy.bowman@walmart.com)